

<b>Notice of References Cited</b>		Application/Control No.	Applicant(s)/Patent Under Reexamination	
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Examiner		Art Unit		Page 1 of 1
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	B	US-6,347,306	02-2002	Swart, Marius	705/32
	C	US-2003/0182178	09-2003	D'Elena et al.	705/11
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	K	US-			
	L	US-			
	M	US-			

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**NON-PATENT DOCUMENTS**

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	U	Oracle Human Resources, North American User's Guide, Release 11, Volume 1, March 1998
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\*A copy of this reference is not being furnished with this Office action. (See MPEP § 707.05(a).)  
Dates in MM-YYYY format are publication dates. Classifications may be US or foreign.